

PART III – LIST OF DOCUMENTS, EXHIBITS AND OTHER ATTACHMENTS
SECTION J – LIST OF ATTACHMENTS
ATTACHMENT O – JOB CREATION INFORMATION
(RELATED TO COMMUNITY AND ECONOMIC DEVELOPMENT PLAN)

Definition

A job is gainful employment for an employer of record for market-rate compensation, including benefits as appropriate, for at least 32 hours per week for no fewer than 180 consecutive calendar days (in effect, full time for a reasonably “permanent” period of time). Home-based employment is not considered for job creation purposes, unless that work arrangement is for an employer of record at that employer’s request. Construction work would not generally be considered job creation within this definition, although the value of construction could be an important measure of economic benefit created by the Contractor’s activity.

Timing

A job exists (i.e., is created) when wages and benefits are paid/provided to an employee by an employer of record and is reported as such to the state department of labor as recorded in an employer’s regular payroll documentation. Projected jobs are not considered jobs until actually created as defined above.

Direct Job vs. Indirect Job

A direct job is a job created through the sole or principal efforts of the contractor or its associated subcontractors, with little or no material contribution or participation by local agencies, organizations, or others. Examples of direct jobs include new employment created by technology spin-outs encouraged by the Contractor or those created through establishment of contractor subsidiary operations in the community unrelated to INEEL core missions.

An indirect job is one created primarily through the direct work efforts of others, or in association with others, e.g. local agencies and organizations, with significant and material assistance from the Contractor or its associated subcontractors. This would include investment in local and regional economic development infrastructure with job creation missions, which in turn create jobs through business attraction or expansion/retention efforts.

Measurement

For direct job creation, the Contractor is responsible for assessing the number of jobs created by its activity in a given period. In the case of “indirect” jobs, those organizations claiming direct job creation would have responsibility for determining when and how many jobs had been created in a particular period. In the latter case, most economic development organizations in the region are used to reporting to some funding or policy entity on performance, i.e. job creation, including validating performance by auditing those firms to which actual job creation is attributed.

While primary responsibility for measurement remains with the reporting entity, DOE always retains the authority to audit reports by both the Contractor and local organizations on either a “spot”/partial basis or audit entire programs to assure accuracy.

Qualitative Standards

Not all jobs are created equal in the context of the economic diversification goals of the community. The importance of overall job creation notwithstanding, job creation/replacement efforts by the Contractor shall strive to encourage job creation efforts which build on the technological base created by the INEEL and leverage national laboratory assets and have the greatest potential to create high-wage jobs in the region. These include software development, information technology, and telecommunications-based industries.